

2011 Mentoring Program

Developing Strength and Awakening Talent



Cultivating Talent in EOHHS

Program Overview:

Workplace mentoring is a developmental partnership where two individuals share knowledge, skills, information, and perspective that foster the personal and professional growth of both parties. An important goal of the MasSP Mentoring Program is to increase the diversity of qualified applicant pools for supervisory, managerial and leadership positions.

Participants in the MasSP Mentoring Program agree to a one-year formal relationship, beginning with an orientation in the fall and culminating in an end-of-year celebration. Matches between mentors and mentees will be based on each participant's background and the mentee's professional developmental needs.

Potential Benefits:

To the Mentee:

- Personal and professional growth;
- Acquisition of new technical, interpersonal, and leadership skills;
- Expanded relationships within profession and agency;
- Increased self-worth and self-confidence; and
- Opportunity to mentor other employees in the future.

To the Mentor:

- Opportunity to hone coaching and leadership skills;
- Exposure to new ideas, technologies, and perspectives;
- Personal satisfaction; and
- Improved supervisory/managerial skills.

To the Organization:

- Improved recruitment, retention, and training;
- Improvement in the work environment and work performance;
- Enhancement of employee leadership development skills;
- Preservation of institutional knowledge; and
- Information sharing among employees.

Participation Guidelines:

- Complete the EOHHS Mentoring Program Application Form, including all required attachments and signatures and submit by the application deadline.

Program Requirements:

- Attend a mandatory orientation and a minimum of two brown bag lunches or scheduled workshops.
- Develop and implement an approved mentee Individual Development Plan (IDP) that details the skills and knowledge the mentee hopes to acquire.
- Engage in monthly one-hour interactions, including in-person meetings, telephone conversations, and emails.

MasSP is a collaborative effort administered by

